



GSA Western Regions' Client Enrichment Series

Hosted by Casey Arnold, Regional Account Manager, GSA Region 9

Welcome to the July 17, 2012 presentation on:

Workplace Solutions

the presentation will start at 10:30 AM PST

Phones are automatically muted during the presentation. You have the ability to send questions to the host and presenters through the chat feature. They will answer as many of the questions as possible at the end of the presentation. All questions will be captured, and answers sent to all participants within 2 weeks.

Coming in August: webinar on *Emergency Leasing Structure*



Transforming the Workplace – Presented By:

Kevin Kelly, RA,
Senior Architect, PBS
WorkPlace PMO

and

Gerald Mullarkey,
Transaction Manager,
Regional Chief
Architect Staff, R9

with

Maria Ciprazo,
Regional Chief
Architect, PBS - R9

David Lampert,
GSA/FAS Customer
Service Director,
Bay Area



transforming the workplace

OVERVIEW

SUSTAINABLE

EFFICIENT



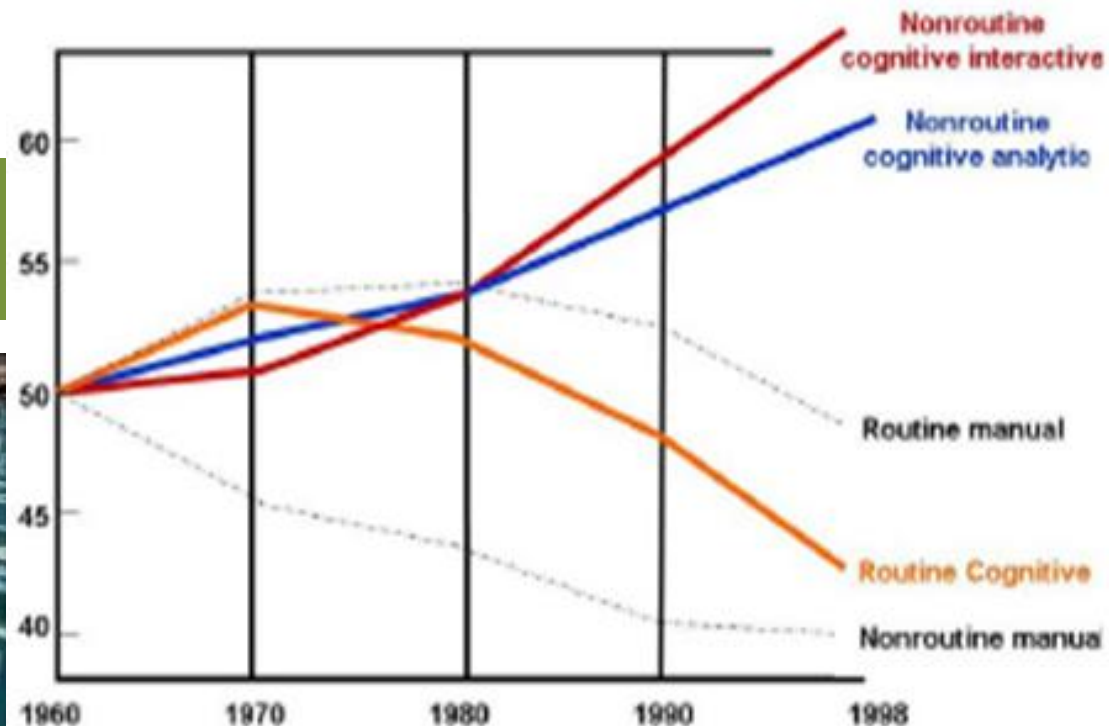
MOBILE

- WHAT'S **DRIVING** WORKPLACE TRANSFORMATION?
- WHAT ARE THE **CHALLENGES AND SOLUTIONS?**
- HOW DO YOU GET TO THE THOSE SOLUTIONS
- EXAMPLES OF REALLY WORKABLE SOLUTIONS

TRADITIONAL SPACE DOES NOT SUPPORT CURRENT WAYS OF WORKING

- **WHAT'S DRIVING WORKPLACE TRANSFORMATION?**

Solitary, sedentary, Paper-based work is on the decline...



Credit: Autor, Levy and Murnane

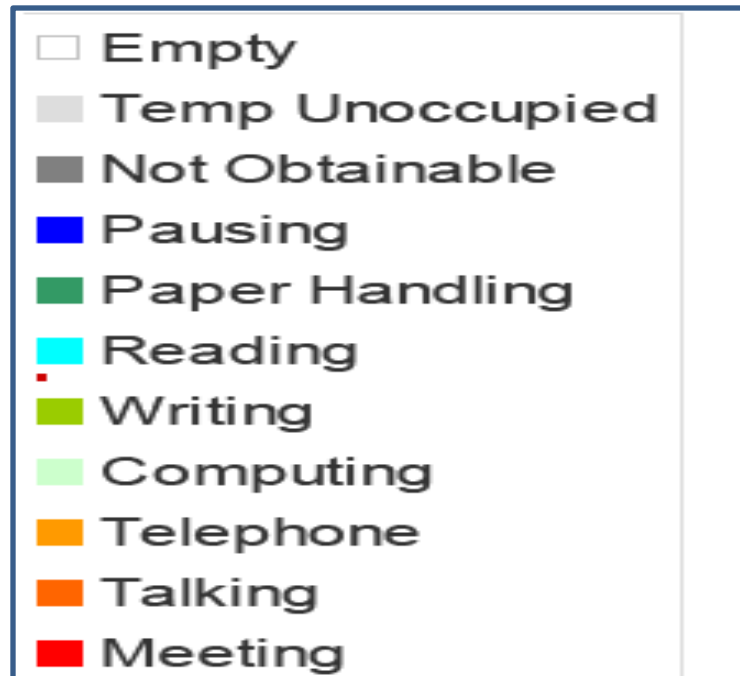
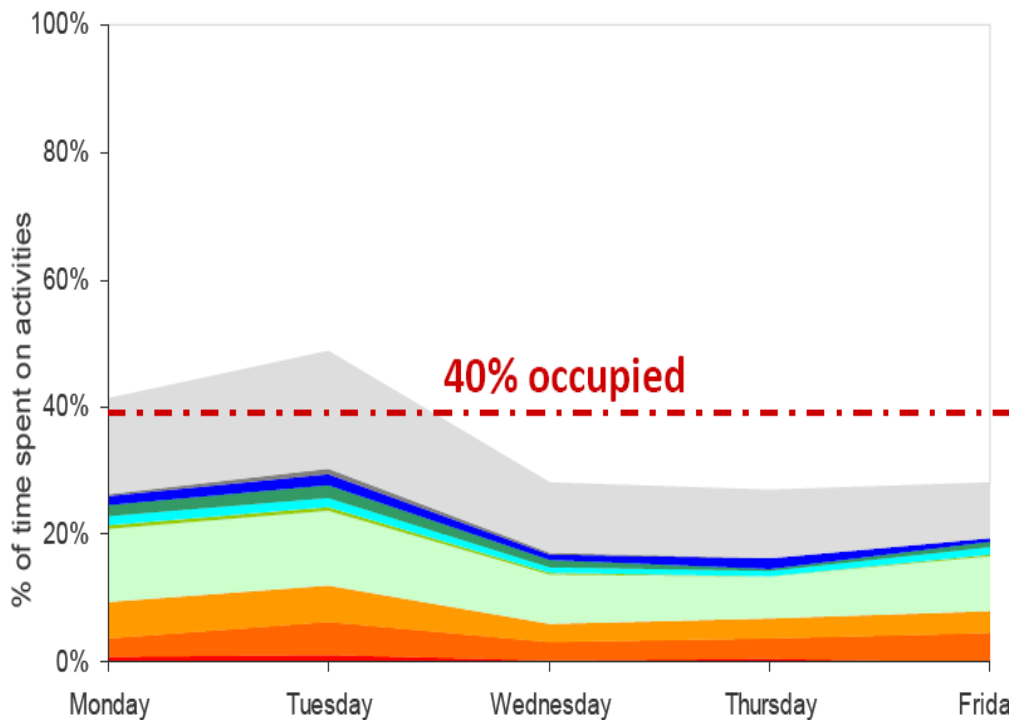
...WHICH AFFECTS WORKPLACE
EXPECTATIONS

- **WHAT'S DRIVING
WORKPLACE
TRANSFORMATION?**

"PASSING THE TORCH"➤

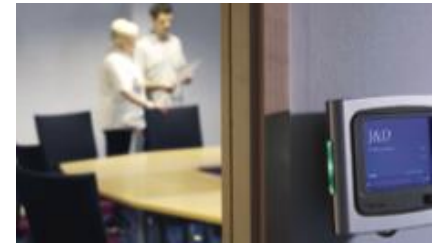
“HOW WELL DOES YOUR
WORKPLACE PERFORM?”

- **WHAT'S DRIVING
WORKPLACE
TRANSFORMATION?**

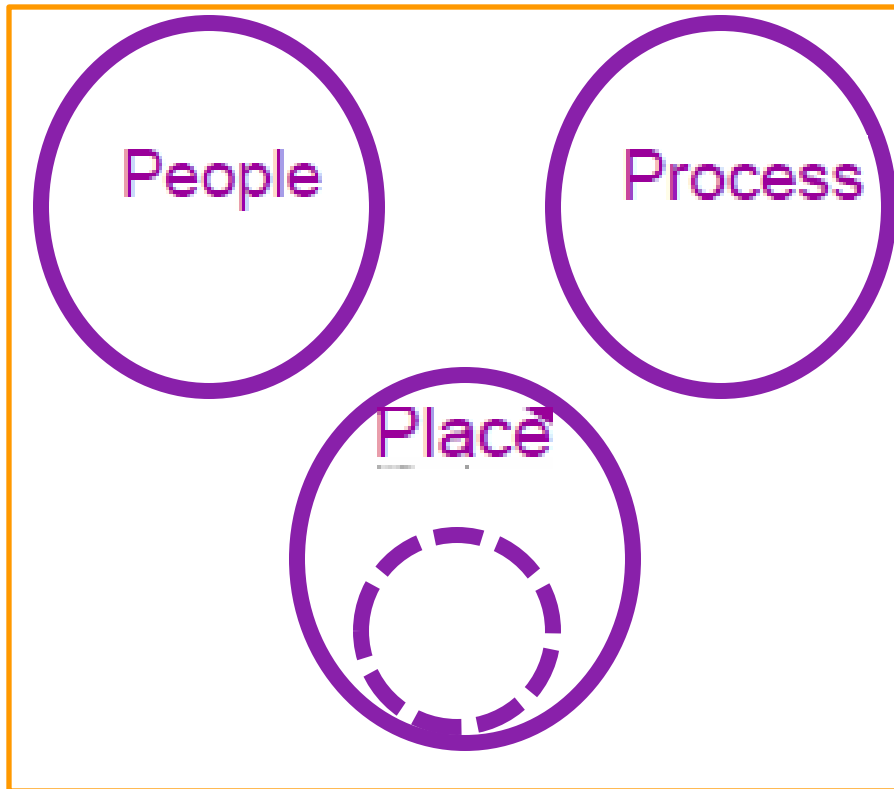


- June 2010 Presidential Memo
- Telework Enhancement Act
- OMB No Net New
- Congress (FY Budget)
- Technology enabling mobility
- Environment—go green

- **WHAT'S DRIVING
WORKPLACE
TRANSFORMATION?**



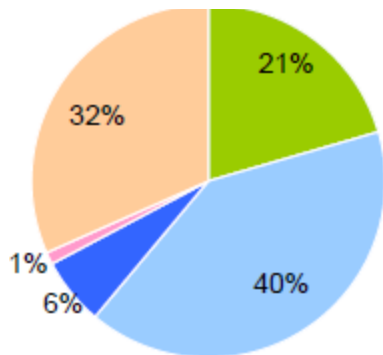
THE TRADITIONAL VIEW OF WORKPLACE



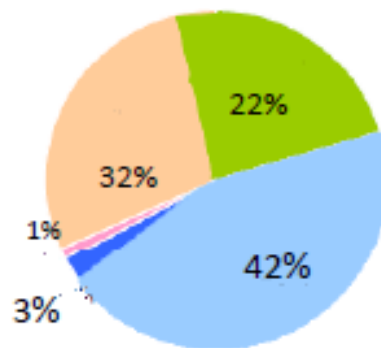
- ALL ELEMENTS WERE CONSIDERED TO BE **SEPARATE** AND DEALT WITH SEPARATELY
- BECAUSE THERE WAS NO APPRECIATION ABOUT HOW ONE ELEMENT AFFECTS ANOTHER, SIMPLY **ECONOMIZING ON SPACE WAS CONSIDERED GOOD BUSINESS**

1980'S FEDERAL SPACE REDUCTIONS: HOW NOT TO REDUCE

AN **ACTUAL**
ORGANIZATION SPACE
DISTRIBUTION OF A
CLIENT AGENCY



PRESERVING
WORKSTATION
SIZE AT THE
EXPENSE OF
COLLABORATION



SO 1980's

SINCE THE 1980'S-ERA SPACE REDUCTIONS , WORKSTATIONS HAVE GROWN IN SIZE AND COLLABORATION SPACE HAS SHRUNK.

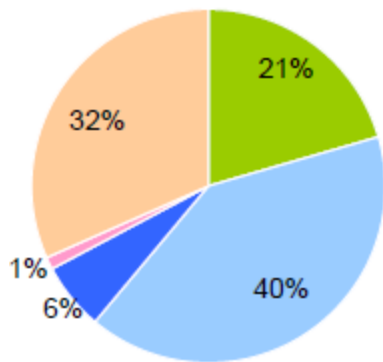
MAJOR REASON FOR THE MODERN WORKPLACE: TO BE WITH OTHERS. HEADS-DOWN WORK CAN OFTEN BE DONE ELSEWHERE AS EFFICIENTLY AS IN THE OFFICE.

**CUTTING COLLABORATION SPACE
MAKES NO SENSE**

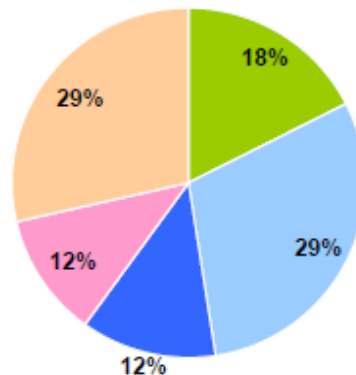
Office Workstation Meeting Space Support Circulation

SMART SPACE REDUCTIONS LEAVE THE ORGANIZATION TRIMMER, FITTER, MORE AGILE

AN **ACTUAL**
ORGANIZATION SPACE
DISTRIBUTION



GSA'S RECOMMENDATION,
BASED ON WORK ANALYSIS
OF THE ORGANIZATION



**GSA, IN CONCERT WITH TOP
WORKPLACE STRATEGY AND
DESIGN FIRMS HAVE DEVISED A
WAY TO DEVELOP YOUR IDEAL
SPACE DISTRIBUTION.**

**AFTER STUDYING THIS AGENCY,
DOUBLING THE MEETING SPACE
AND HALFING THE WORKSTATION
SPACE MADE SENSE FOR THEIR
MOBILE WORK STYLE.**

Office Workstation Meeting Space Support Circulation

THE FOUR BUILDING BLOCKS OF A MODERN WORKPLACE “DIET”

- Provide variety but consume only what you need to get the job done

- Think of collaboration space as organizational protein

- Think of excessive private space as the organization's bad cholesterol

- Think of well organized, acoustically comfortable private space as the good cholesterol

THE HEALTHY MODERN WORK PATTERNS THRIVE ON A VARIETY OF WORK SETTINGS

AIRPORTS AND
AIRPLANES

SMALL
COLLABORATION
ROOMS

HOME
OFFICE



COFFEE
SHOP

How do you do it?

Basic Needs Assessment Questionnaire Tool V1.3 - 4-31-09.doc

GSA

GSA/PS Needs Assessment Questionnaire

GSA associates contact the customer to jointly develop the necessary requirements needed prior to a request for design award. Two protocols are designed for the GSA associate and should not be sent to the customer. Prior to contacting the agency representative, assemble as much of the following information as is available.

GSA Associate: _____
GSA Region: _____

I. Agency Information:

1. Federal Agency: _____
2. Department and/or Branch: _____
3. AB Code: _____
4. Agency Representative: _____
5. Position/Title: _____
6. Authorized to represent:

a) Formal Requirements Document	<input type="checkbox"/> yes	<input type="checkbox"/> no
b) Project Management Plan	<input type="checkbox"/> yes	<input type="checkbox"/> no
c) Agency Changes	<input type="checkbox"/> yes	<input type="checkbox"/> no
d) Funding	<input type="checkbox"/> yes	<input type="checkbox"/> no

 *If no, please note authorized approving official: _____
7. Phone No: _____
8. Fax No: _____
9. E-Mail: _____

II. Documentation:

Attach a copy of the following items to this document:

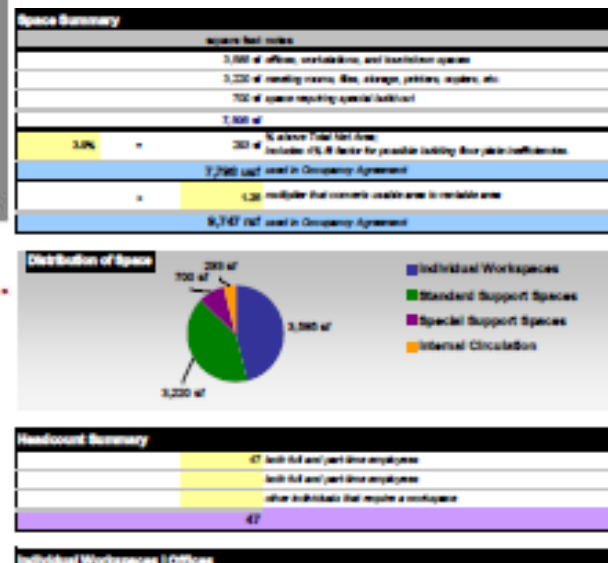
- ☐ **Staffing List.** This list should include each authorized staff member's position/title and GS grade (if applicable).
- ☐ **Organization Chart.**
- ☐ **Agency Space Standards.** Check internally or have customer provide national space standards that govern the procurement and design of space.
- ☐ **Agency Mission and/or Initiatives.** Check internally for Customer Agency mission and any new initiatives. (RAM or NRAM)

Obtain a copy of the following items if available and/or applicable:

- ☐ Layout drawings of existing space
- ☐ Systems furniture installation drawings

Revised GSA Document Only - Workforce Delivery Program
April 2009 V1.3 - 4/31/09 - Zach Ebeling

For small engagements, GSA uses a **Needs Assessment Questionnaire** to facilitate client conversations that reveal work patterns & to find what works/ what doesn't and what does the client wish they had

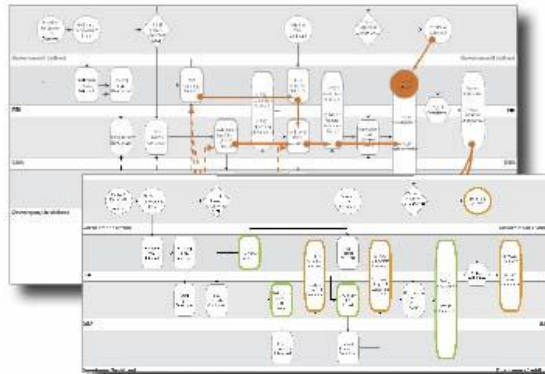


This leads to an interactive way of doing (and visualizing) programming

For larger engagements: multiple research and analysis tools



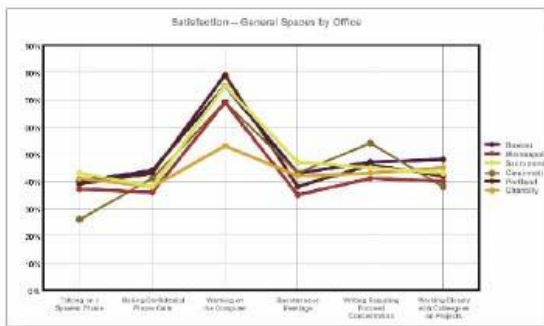
SITE TOURS & LEADERSHIP INTERVIEWS



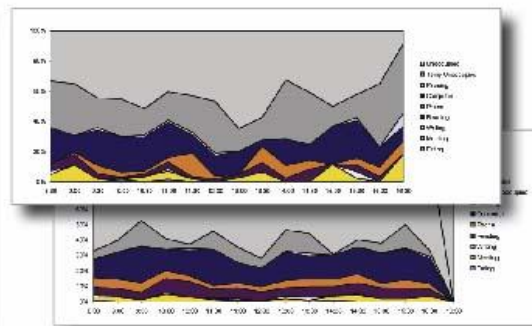
REAL ESTATE PROCESS ANALYSIS



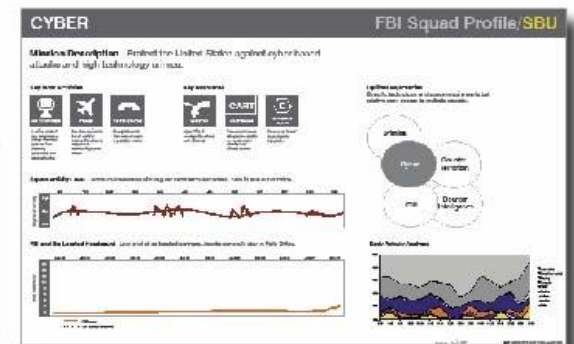
CAMERA EXERCISES



CBE WORKPLACE SURVEY

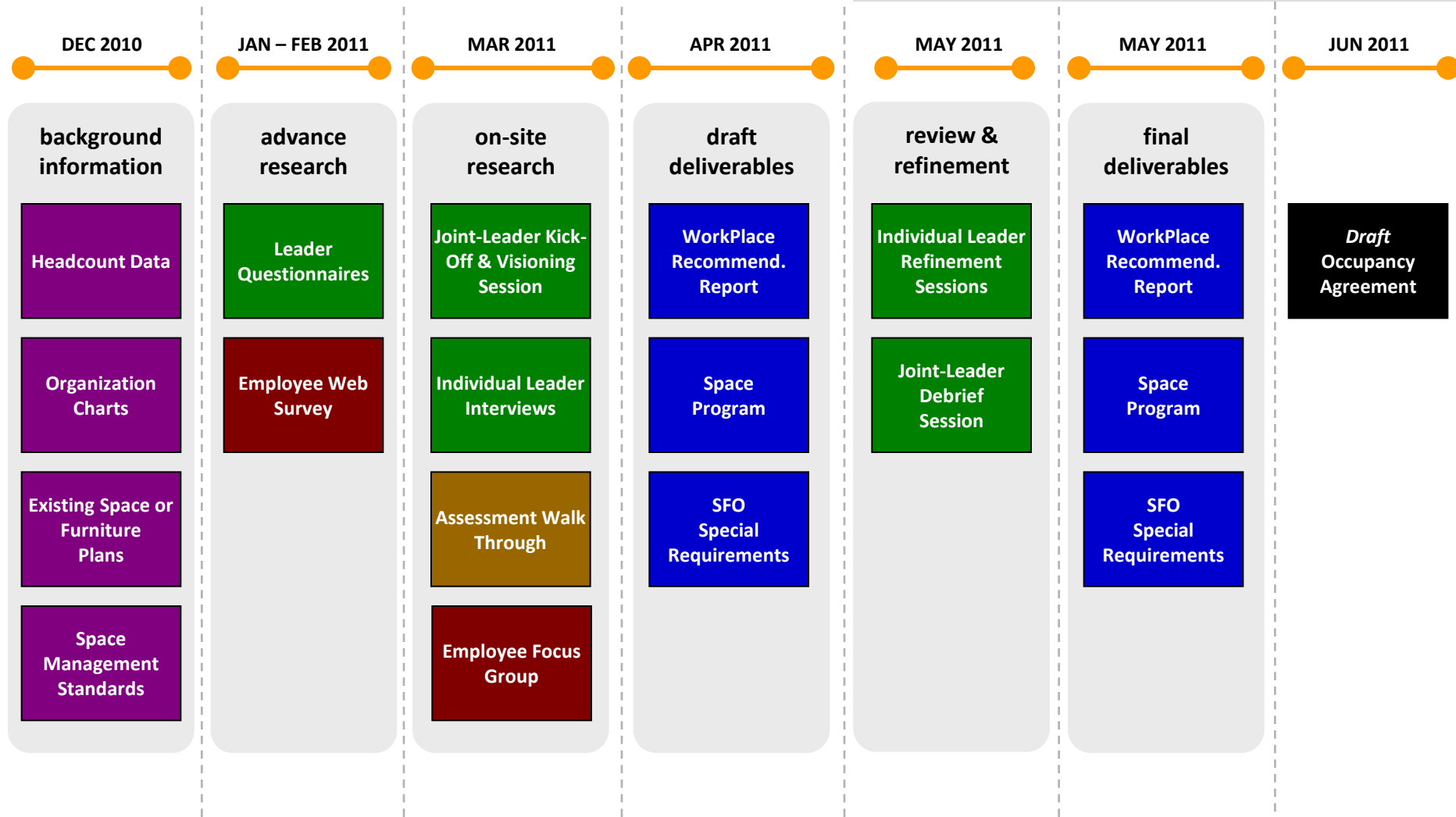


ACTIVITY ANALYSIS



TASK FORCE PROFILES

Requirements Development Schedule: DOS OBO – Rosslyn, VA



TOGETHER WITH THE NATION'S TOP WORKPLACE STRATEGY DESIGN FIRMS, GSA HAS DEVELOPED A COMPREHENSIVE TOOL TO ENVISION THE RIGHT DESIGN CHOICES TO SUPPORT YOUR ORGANIZATION'S WORK PATTTTERNS...

GSA Workplace Solutions Library

Introduction

Work Patterns

Space Configuration

Furniture Selection

Other Areas of Interest

Introduction to Workplace Solutions Library

Explore WSL

Introduction > **EXPLORE WORKPLACE SOLUTIONS LIBRARY (WSL)**

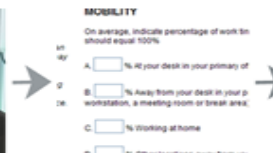


There are several different sections within this library, ranging in topics from work patterns to how to select the right panels for a workstation. As described in the Introduction video, you could either explore the different sections on your own or follow a guided tour. Read below for more information.

Guided Tour



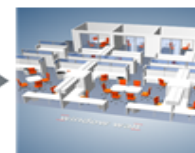
Introduction



Work Patterns Survey



Day in the Life



Neighborhood



Workstation



Furniture

www.workplacesolutionslibrary.com

GSA's 6 Work Pattern Methodology in a nutshell: the design fits the work, not the other way around



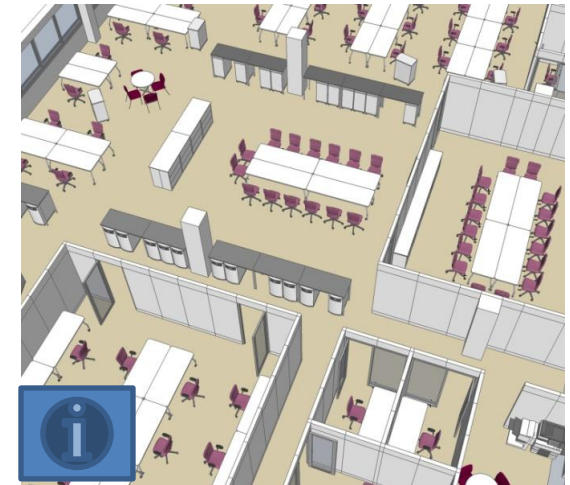
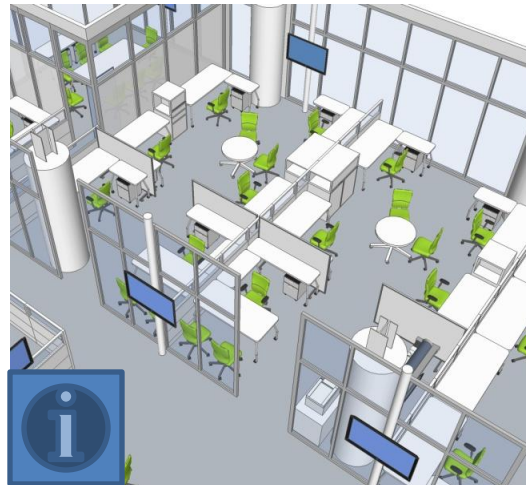
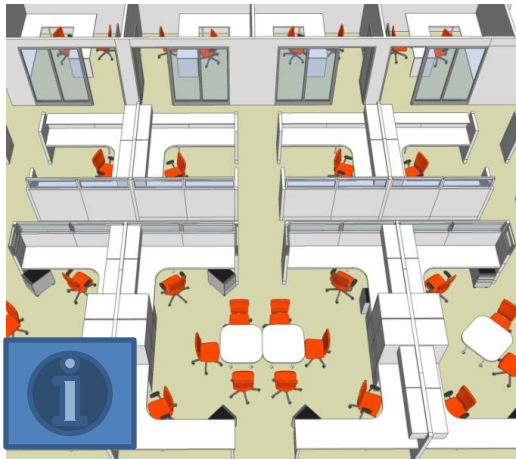
Desk Bound



Internally Mobile



Externally Mobile



Each of these 3 main headings is further differentiated between “concentrative” and “interactive”

GSA's 6 Work Pattern Methodology Helps identify mobility opportunities:



Desk Bound

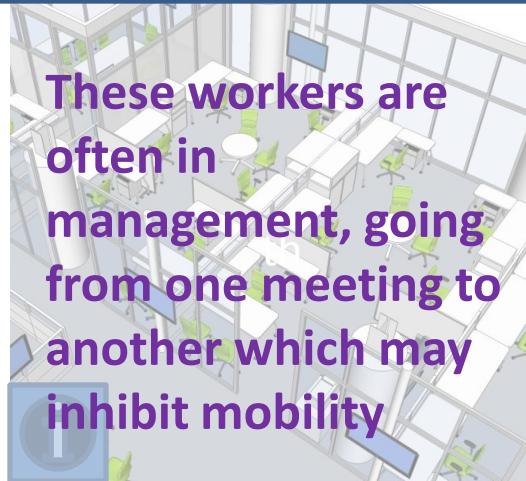


Internally Mobile



Externally Mobile

It depends:
Some of these head-down workers cannot be mobile. Others, (writers and lawyers, for instance) are well suited to mobility



Knowing the Group's Predominant Work Pattern Gives You A Shopping List!



Desk Bound

Individual Workspace Attributes

- file drawers
- low-mid height panels
- no guest seating
- no tables
- mobile screens
- file retrieval bins
- view of team
- whiteboard

Shared Amenities

- quiet rooms



Internally Mobile

Individual Workspace Attributes

- limited file drawers
- mid to high height panels
- no guest seating
- no tables
- no screens
- limited paper management
- no view of team required
- no whiteboard

Shared Amenities

- team file storage
- team rooms
- quiet rooms
- video conference optional



Externally Mobile

Individual Workspace Attributes

- mobile storage unit
- low to mid height panels
- no guest seating
- no tables
- no screens
- no paper management
- view of team required
- no whiteboard
- mobile technologies

Shared Amenities

- team file storage
- team rooms
- webcast / video conferencing
- scanning capabilities

GSA's 6 Work Pattern Methodology Helps Zone activities to improve acoustic comfort:



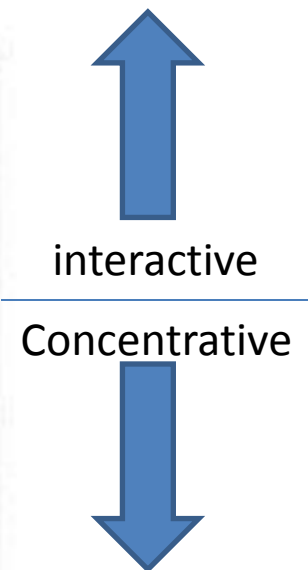
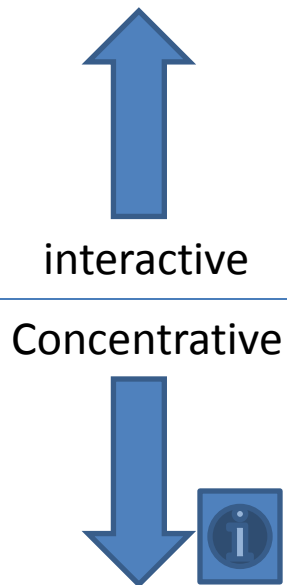
Desk Bound



Internally Mobile



Externally Mobile



Step 3: Options

Sample Project Options Washington DC Metro	Space Standards Only	Space Standards Share 1.5 : 1	Space Standards Share 2 : 1
People:	115	115	150
Seats:	115	75	75
Total Space (USF):	26,800	20,800	19,600
Utilization Rate (USF/Person):	230	180	130
Annual Rent Saved:	\$ 180,000	\$ 350,000	\$ 700,000
Carbon Emissions Avoided (Tons CO2e):	60	200	400
Cars off the road:	10	35	70
Tree seedlings grown for 10 years:	1,300	4,625	9,250

Which option is best? It DEPENDS!

- 40% employees surveyed would give up an office
- Non teleworkers 3X more likely to say impediments are “significant”
- 50% of spaces unoccupied at any given time
- 48% of staff out of office 2+ days / week already

SCENARIO 1

1,000 person

usf/person
221
baseline* 200

Seats per floor
91
100

People per floor
91
100

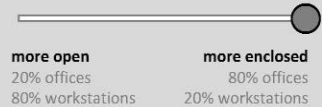
Floors required for
1,000 people

11
10

*The baseline assumption provides a point of comparison for each scenario. The programming is based on 200 usable square feet (usf) per person, a generally accepted target among typical government workspace with a mix of open and enclosed space. No special agency or mission specific space is included in this program assumption.

PROGRAM TRIGGERS

INDIVIDUAL SPACE ALLOCATION



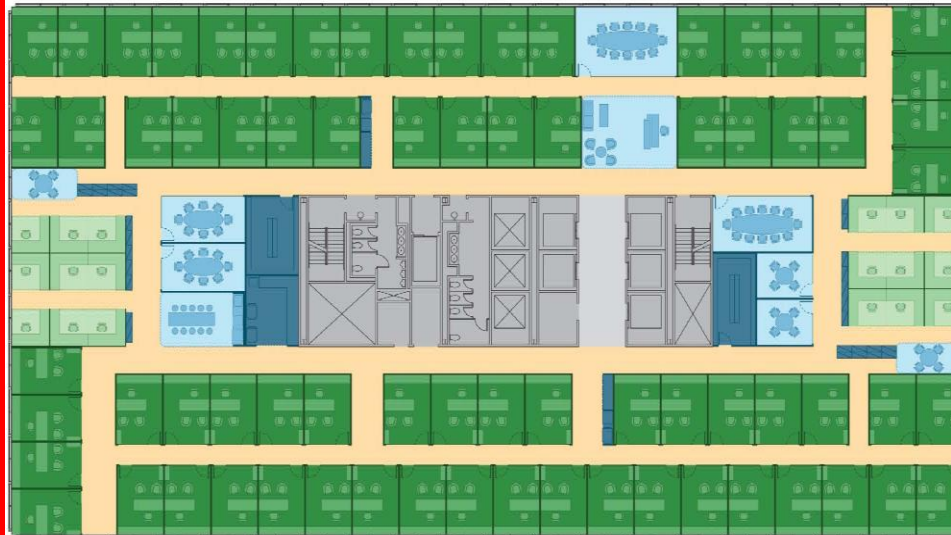
SPACE STANDARDS



MOBILITY



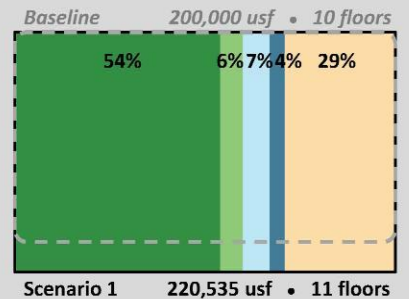
REPRESENTATIVE FLOORPLAN FOR A 20,000 SF FLOOR



FLOORPLAN LEGEND



ALLOCATION OF SPACE



OFFICE & WORKSTATION SHARING

Quantity required for 1,000 people



SCENARIO 2

1,000 person

	Usf/person	Seats per floor	People per floor
baseline*	200	100	100
Scenario 2	195	86	102

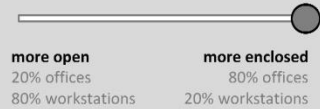
Floors required for
1,000 people

9.8
10

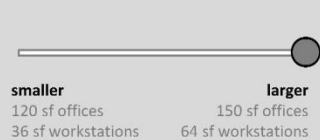
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PROGRAM TRIGGERS

INDIVIDUAL SPACE ALLOCATION



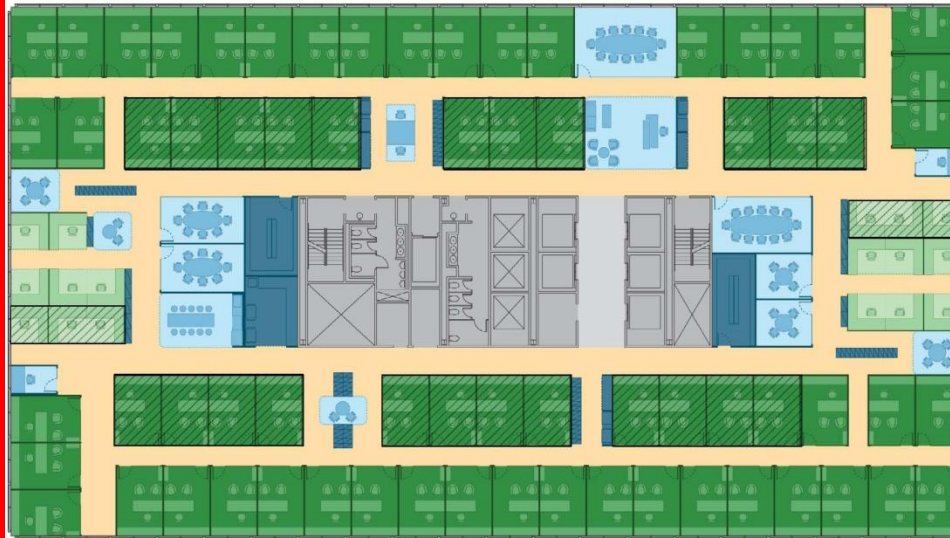
SPACE STANDARDS



MOBILITY



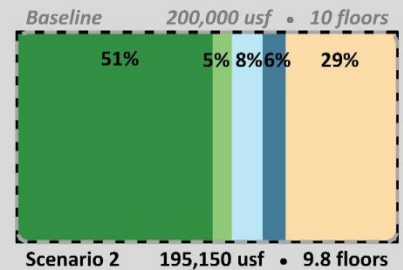
REPRESENTATIVE FLOORPLAN FOR A 20,000 SF FLOOR



FLOORPLAN LEGEND

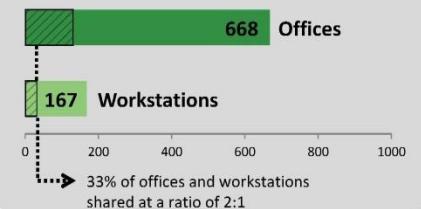


ALLOCATION OF SPACE



OFFICE & WORKSTATION SHARING

Quantity required for 1,000 people



SCENARIO 3

1,000 person

Usf/person

179

baseline*

200

Seats per floor

112

100

People per floor

112

100

Floors required for
1,000 people

9

10

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PROGRAM TRIGGERS

INDIVIDUAL SPACE ALLOCATION

more open
20% offices
80% workstations

more enclosed
80% offices
20% workstations

SPACE STANDARDS

smaller
120 sf offices
36 sf workstations

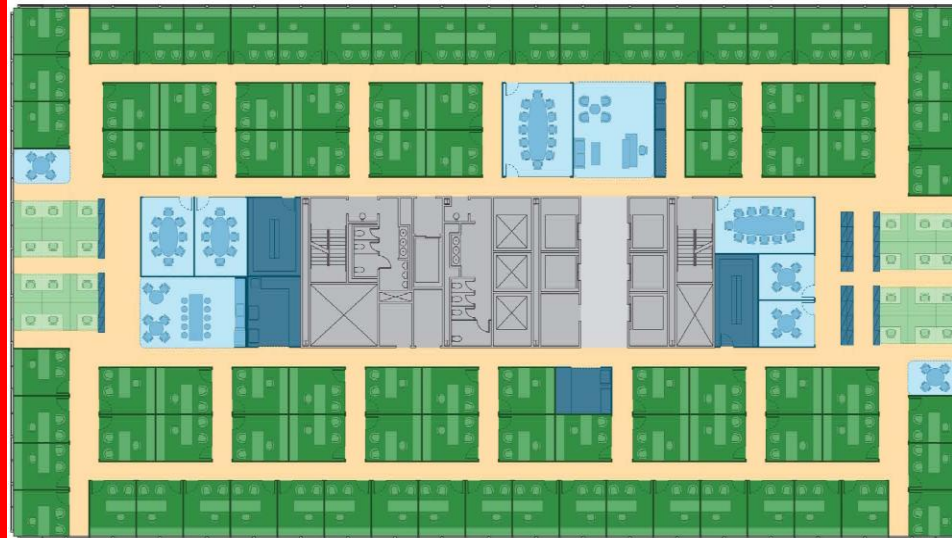
larger
150 sf offices
64 sf workstations

MOBILITY

with sharing
1/3 staff share
spaces at 2:1 ratio
(staff to space)

without sharing
assigned desks
for all staff

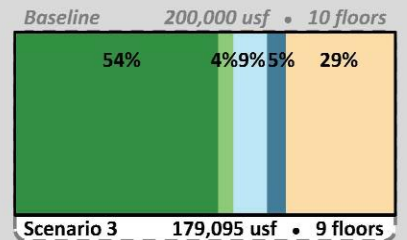
REPRESENTATIVE FLOORPLAN FOR A 20,000 SF FLOOR



FLOORPLAN LEGEND

Offices Workstations Collaborative Support Circulation Shared

ALLOCATION OF SPACE



OFFICE & WORKSTATION SHARING

Quantity required for 1,000 people



SCENARIO 4

1,000 person

Usf/person	Seats per floor	People per floor
161	104	125
baseline* 200	100	100

Floors required for
1,000 people

8
10

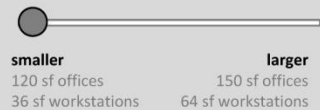
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PROGRAM TRIGGERS

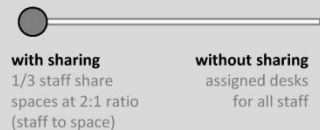
INDIVIDUAL SPACE ALLOCATION



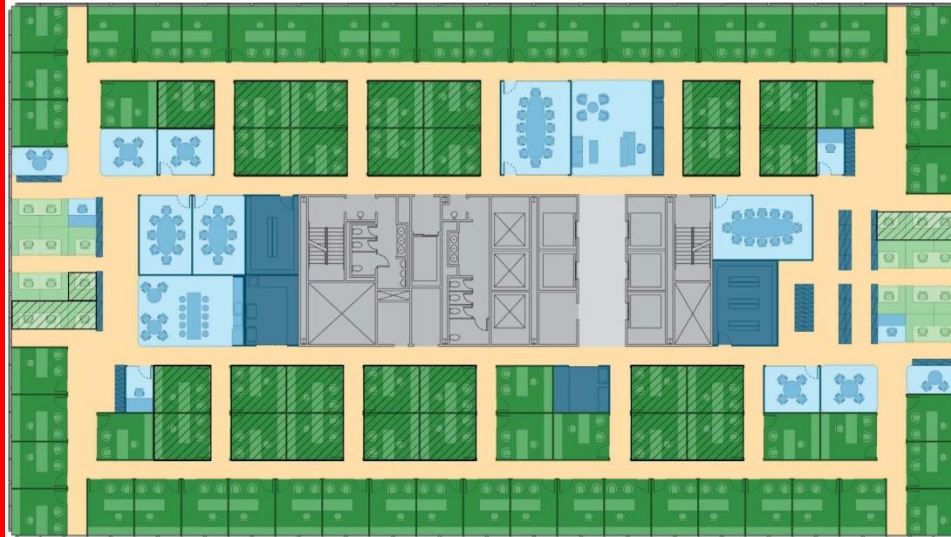
SPACE STANDARDS



MOBILITY



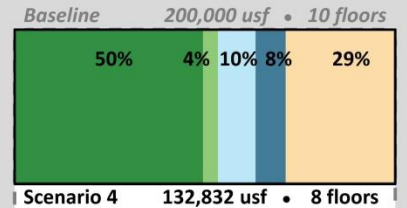
REPRESENTATIVE FLOORPLAN FOR A 20,000 SF FLOOR



FLOORPLAN LEGEND

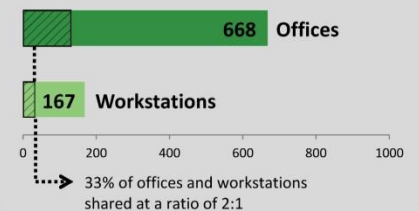


ALLOCATION OF SPACE



OFFICE & WORKSTATION SHARING

Quantity required for 1,000 people



SCENARIO 5

1,000 person

Usf/person
178
baseline* 200

Seats per floor
112
100

People per floor
112
100

Floors required for
1,000 people

8.9
10

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PROGRAM TRIGGERS

INDIVIDUAL SPACE ALLOCATION



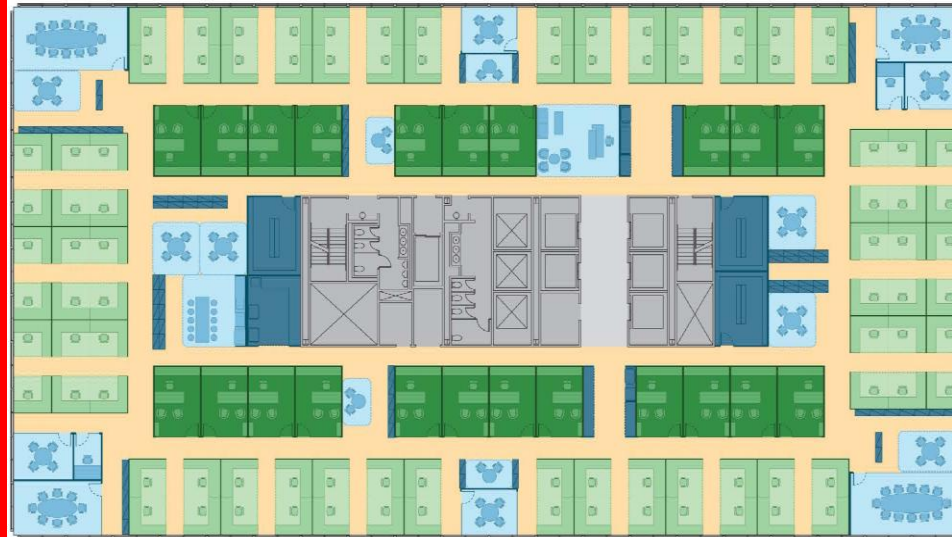
SPACE STANDARDS



MOBILITY



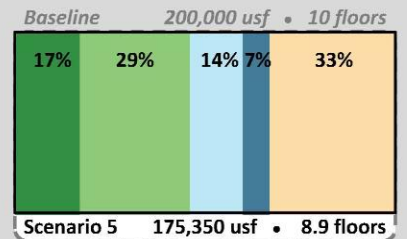
REPRESENTATIVE FLOORPLAN FOR A 20,000 SF FLOOR



FLOORPLAN LEGEND



ALLOCATION OF SPACE



OFFICE & WORKSTATION SHARING

Quantity required for 1,000 people



SCENARIO 6

1,000 person

Usf/person
168
baseline* 200

Seats per floor
99
100

People per floor
119
100

Floors required for
1,000 people

8.4
10

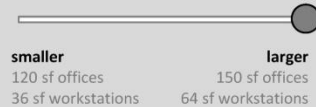
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PROGRAM TRIGGERS

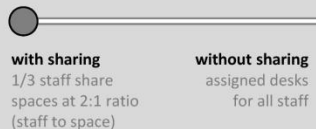
INDIVIDUAL SPACE ALLOCATION



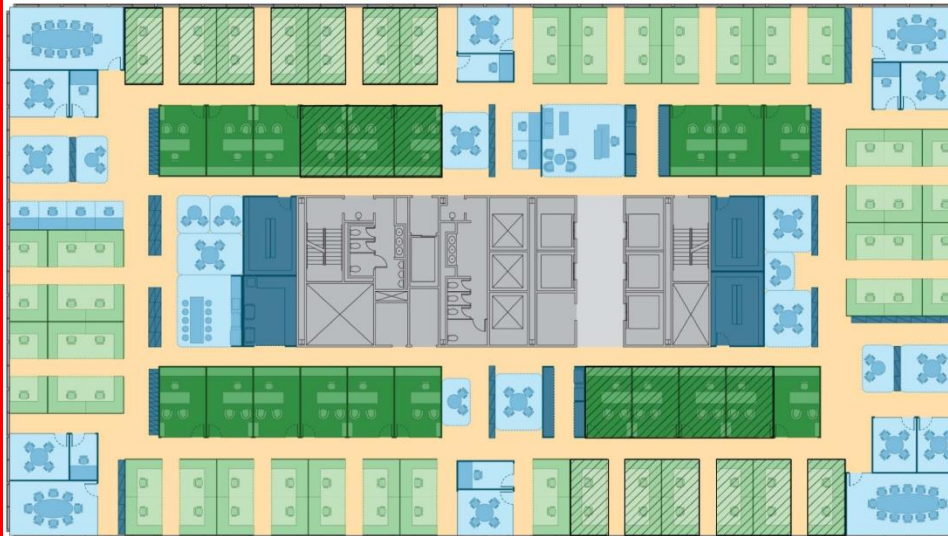
SPACE STANDARDS



MOBILITY



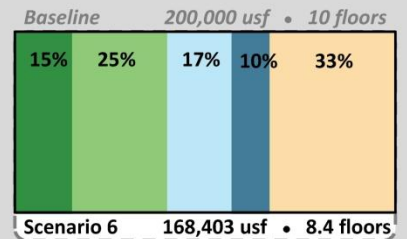
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FLOORPLAN LEGEND

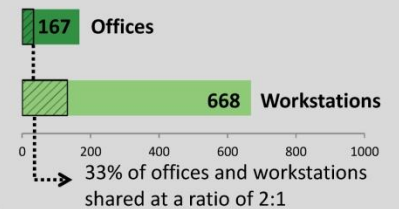


ALLOCATION OF SPACE



OFFICE & WORKSTATION SHARING

Quantity required for 1,000 people



SCENARIO 7

1,000 person

Usf/person
136
baseline* 200

Seats per floor
147
100

People per floor
147
100

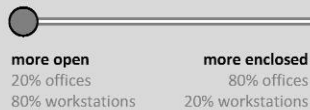
Floors required for
1,000 people

6.8
10

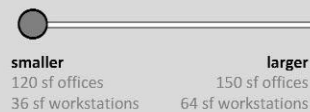
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PROGRAM TRIGGERS

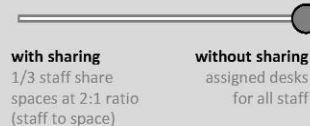
INDIVIDUAL SPACE ALLOCATION



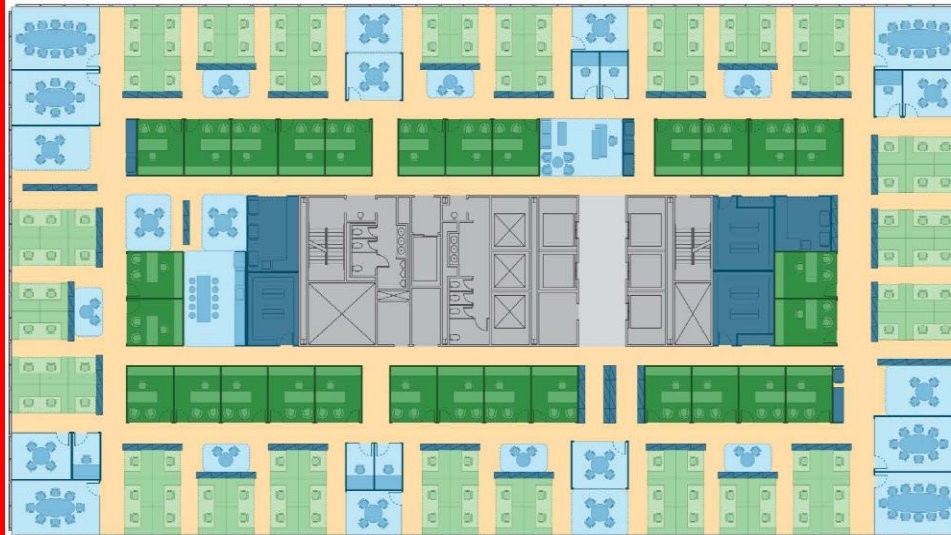
SPACE STANDARDS



MOBILITY



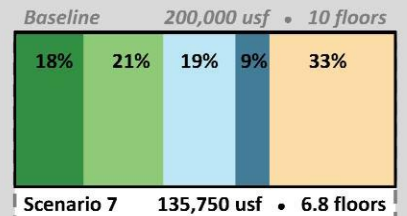
REPRESENTATIVE FLOORPLAN FOR A 20,000 SF FLOOR



FLOORPLAN LEGEND

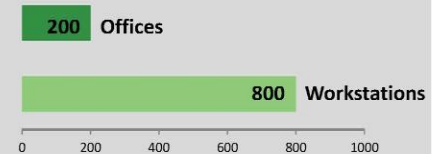


ALLOCATION OF SPACE



OFFICE & WORKSTATION SHARING

Quantity required for 1,000 people



SCENARIO 8

1,000 person

Usf/person

133

baseline*

200

Seats per floor

126

100

People per floor

151

100

Floors required for
1,000 people

6.6

10

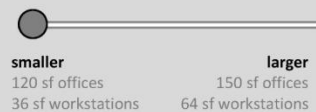
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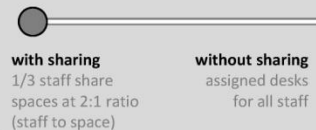
INDIVIDUAL SPACE ALLOCATION



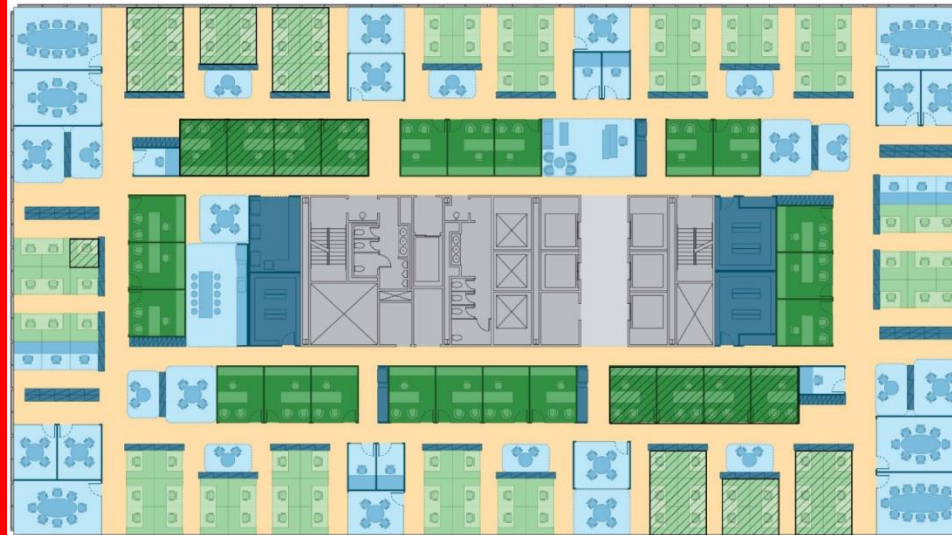
SPACE STANDARDS



MOBILITY



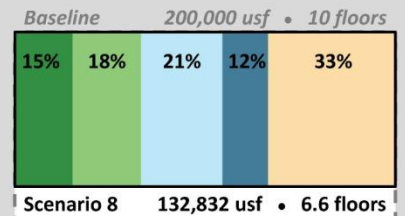
REPRESENTATIVE FLOORPLAN FOR A 20,000 SF FLOOR



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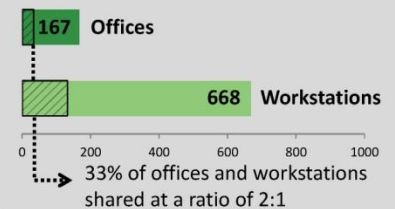


ALLOCATION OF SPACE



OFFICE & WORKSTATION SHARING

Quantity required for 1,000 people



Understanding the Benefits of Mobility

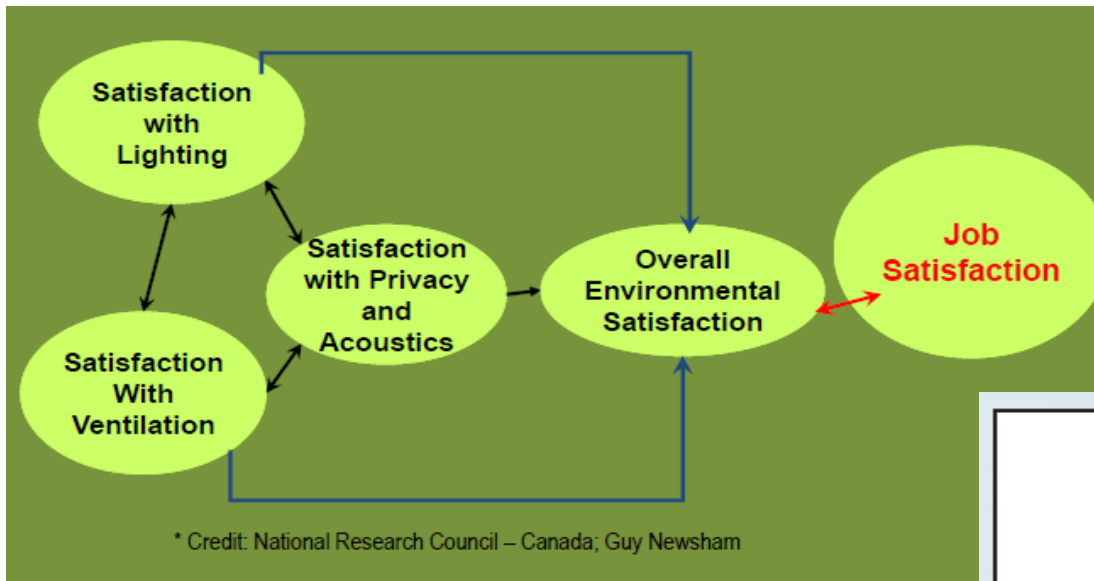
- Analyze work patterns to identify groups that are “low hanging fruit.”- and which groups may take longer to adopt mobile work
- Value mobility if it supports the agency mission and results in significant space savings.
- Mobility requires technology investment and cultural reorientation to manage and work remotely

MOBILE WORK

- Hoteling and free address
- Mobile within the office
- While on travel / training
- At client site

Telework

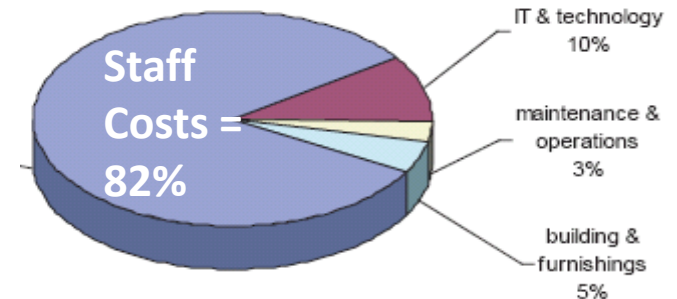
- Home
- Telework Ctr
- Coffeeshop



The link between workplace satisfaction and Job Satisfaction

Lighting and air quality conditions are perceived to enhance the ability to work.
74% (lighting) and 61% (air quality).

An organization's costs



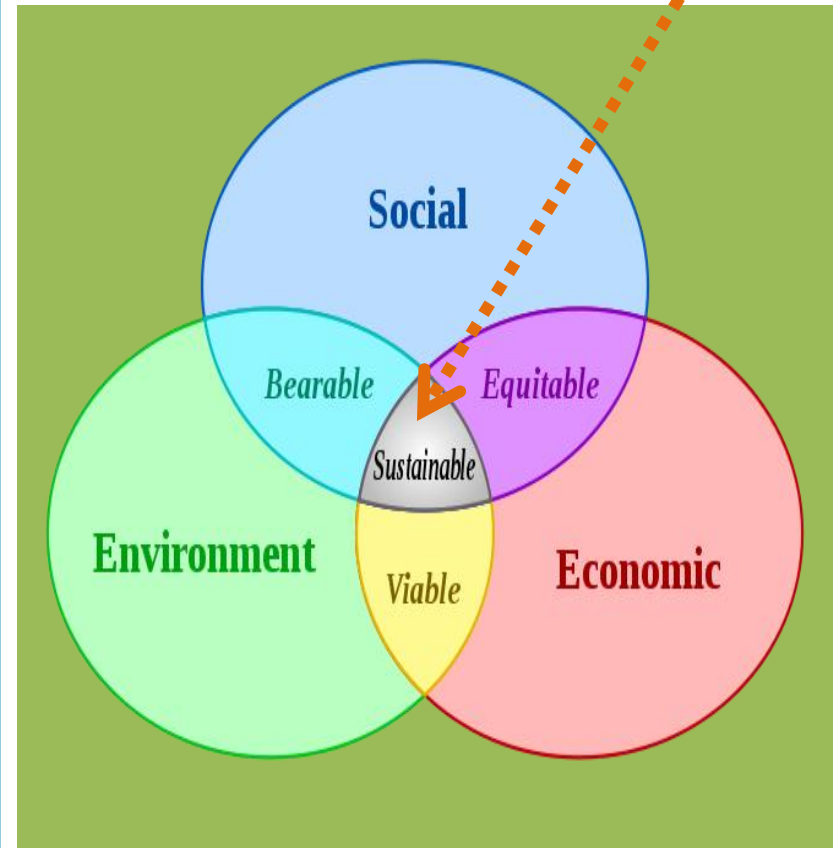
Breakdown of an organization's expenditures. Based on Brill et al. (2001).

Supporting employee ability to work is just good business...

- Plan to be sustainable up front by determining what the organization really needs !
- The greenest square foot is the one you don't build!
- This saves money and the environment!

For example in Washington, DC 100SF of space = \$5,000 and 1 Ton of CO2 emission]

TRUE SUSTAINABILITY IS WHERE ALL 3 REALMS COMBINE



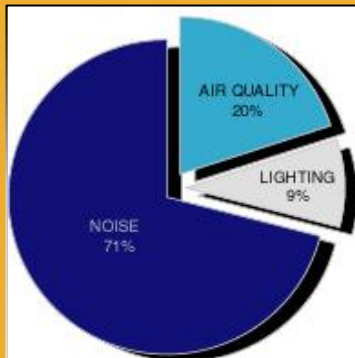
WIN/WIN:

Reducing real estate footprint reduces carbon footprint

- Working from home 1 day / week can save 1 ton of CO₂e / year.
- Converting 2 enclosed offices to open layout can save 2 tons of CO₂e / year.
- Cutting a square foot of office space can save 30lbs of CO₂e / year.



CHALLENGES



Acoustics — as we get closer in the workplace, we need to both collaborate and **concentrate**



IT PUZZLE—
No technology,
No mobility!



Change Engagement—
getting staff to see the status quo as the problem

Acoustics

Myth:

High cubicle partitions mean less noise, more privacy, and fewer distractions. **Just the opposite:**

Research shows that If you can't see your neighbor, you think don't know how much you are annoying them!

Hint : Addressing acoustics pays big dividends – it's the key to speech privacy. Poor speech privacy is no.1 open office worker complaint !



AFTER

\$1.55 sq.ft.*

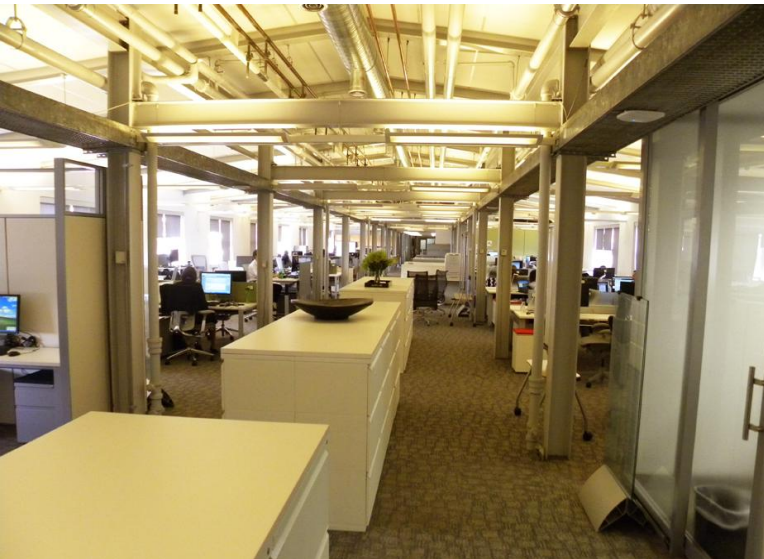
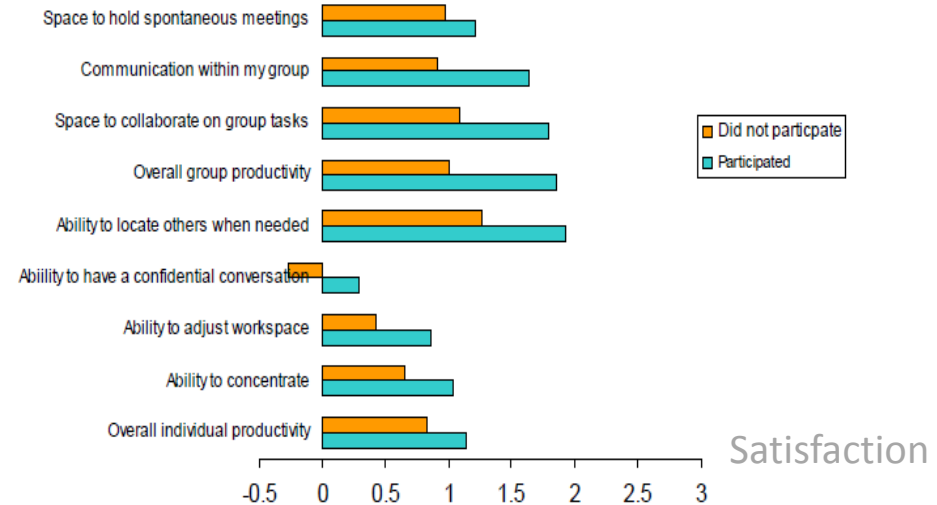
Upgraded Ceiling Tiles

\$1.81 sq.ft.*

Sound Masking System

To one that allows collaboration without undue distraction for co-workers allowing greater proximity and real estate savings without compromising productivity

**Managing Change
is key to
implementing
mobile work and to
cultural acceptance
of a new workplace**



**Employee participation
is key to greater
satisfaction with the
new workplace**

Information Technology is the key to mobility



- Smart phones, tablets, laptops
- Collaboration software
- Virtual work software
- Video conferencing
- Electronic filing/scanning

Mobile Work Solutions

- Information Technology
- Furniture & Furnishings
- Personal Property Management
- Change Management
- Records Management



Information Technology

- **IT Schedule 70**
Commercial IT Products
and Services Contracts
- **Network Services**
End-to-End IT Solutions
Contracts



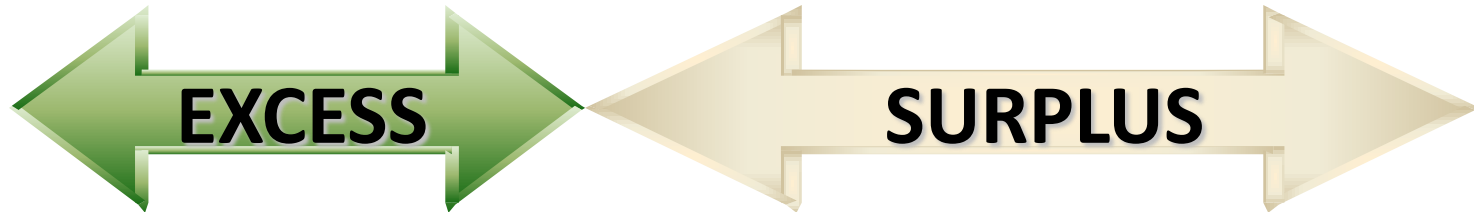
Furniture & Furnishings

Schedule 71

- Systems Furniture
 - Multipurpose Seating
 - Movable Filing Systems
 - Storage Cabinets
- and much more...



Personal Property Management



SCREENING



GSAXcess™

U.S. General Services Administration



GSA Auctions®

General Services Administration
Government Site for Auctions

**AGENCY
SCREENING**

**SCREENING
And
FEDERAL TRANSFER
21 DAYS**

**DONATION
NOTIFICATION
5 DAYS**

**SALES
DONATION
REMOVAL**

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Office of Customer Accounts and Research

- Overview
- Centralized Mailing List Service
- ▶ Customer Service Directors
- Directions to GSA's Customer Accounts and Research
- FY 2012 FAS Customer Survey
- How to Market to the Federal Government
- National Account Managers (NAMs)
- Regional Directors

Customer Service Directors

GSA offers a worldwide network of knowledgeable Customer Service Directors (CSDs). CSDs provide assistance, resolve problems and answer questions from GSA's customers. CSDs also host seminars on a variety of useful topics and are a valuable source of information on all of GSA's programs.

View the [Customer Service Director](#) servicing the area in question, or select the state below.



www.gsa.gov/portal/content/100813

Federal Acquisition Service

REGION 9 PROJECTS



National Workplace PMO Engagements:

- **TSA: Los Angeles**
- **EPA: San Francisco**

Regional Chief Architect Projects:

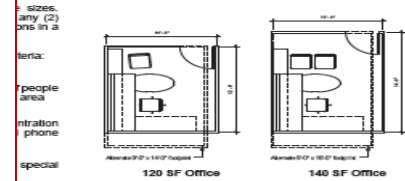
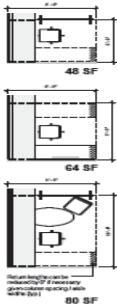
- **GSA BFMD: San Francisco**
- **GSA Regional Office: San Francisco**

TSA Pilot at LAX

Individual Workspaces

Kit of Parts !

Create order (and economies) with very diverse workplace leases



Space recently occupied!



Furniture Kit-of-Parts

Primary Worksurfaces



Returns



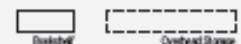
Screens



Chairs



Private Office Complement



EPA's San Francisco Headquarters: WORKPLACE STUDY

1

ALIGN SPACE TO WORK Incorporate more space types

Percentage of
Workspace

Current Future

INDIVIDUAL WORKSPACES



- Allocation of workspace based on job function
- Standardized workstations for consistent quality and support for staff
- Flexibility to support dynamic team needs

49% 36%

GROUP-OWNED SUPPORT SPACES



- Meeting rooms and focus booths for each division (with access to shared spaces)
- Open meeting areas encouraging and supporting ad hoc sharing and teaming
- Provision of specialized spaces supporting divisional needs

7% 29%

RESOURCE SPACES



- Shared copy/print
- Floor lobby and reception
- Team storage
- Touchdown spaces to support mobile workers, collaborators, and visitors onsite

10% 8%

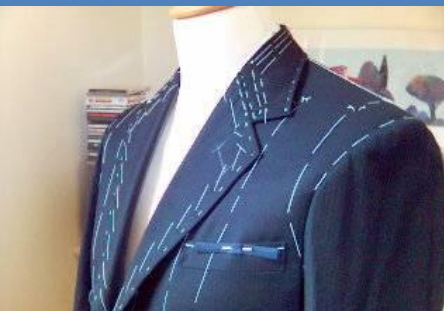
SPECIAL SUPPORT SPACES



- Regional Records Center
- Library
- Conference and Training
- EOC
- Computer Telecommunications Center

34% 27%

THE WORKPLACE STUDY ALLOWED AN “EVIDENCED-BASED” ANALYSIS OF 3 OPTIONS BY THE ARCHITECT (and suggest improvements) TO *TAILOR THE SOLUTION TO EPA’S WORK...*



space



Attribute	Quad	Street	Support
Ratios of Private: Public			
Ratios of Open: Enclosed			
Individual Workstation Capacity and Viable Seats			Align at 90 degrees to window to improve
Meeting space location		Good access, inappropriate circulation, no way to walk thru “street”, long and thin spaces, lowest # meeting seats	Close to the neighborhoods, can enter from corridor; slight modification to position of large conference rooms (closer to core) to improve visitor access
Meeting space size	Least variety of types and sizes	Columns in narrow rooms, less flexibility to change sizes	Most variety of sizes, flexibility to change sizes (demountable wall)
Meeting space quantity		not enough variety of meeting spaces	Greatest # of seats,
Storage		Good for access for individuals, location doesn't support greatest flexibility	Storage most flexible, best location, incorporate team storage among workstations



PAST:
450 GOLDEN GATE AVE.



PRESENT:
NEW SFFB

FUTURE:
50 UNITED NATIONS PLAZA

r.9 office of the regional chief architect
Workplace Evolution



r.9 REALIGNMENT

budget & finance management division

Location

R9 Regional Headquarters, San Francisco

Scale

5,190sf: 7 managers, 30 staff (1 private office, 36 workspaces, and a print/copy area)

Goals

- Flexibility + touchdown locations
- Interactive + collaborative work environment
- Naturally, day lit space
- Shared team spaces for ad hoc meetings and privacy
- Increased density without decreased quality of work environment
- Test new furniture + layouts

office of the regional chief architect



r.9 budget & finance management division
REALIGNMENT: Before

office of the regional chief architect

GSA WORKPLACE SCORE: **36.5**



**PRIVATE OFFICES
BLOCKED LIGHT AND
VIEW.
ACCORDING TO
KNOLL STUDY,
PRIVATE OFFICES ARE
UNOCCUPIED 77%
OF TIME.**



**HIGH PARTITIONS
OFFERED
“FICTIONAL
PRIVACY” THAT
ACTUALLY MADE
ACOUSTICS WORSE**

r.9 budget & finance management division
REALIGNMENT: After

office of the regional chief architect

GSA WORKPLACE SCORE: **76.5**



**MORE ENCLOSED
SPACE FOR
COLLABORATION.**

**ACCESS TO LIGHT
AND VIEW FOR
EVERYONE=SPATIAL
EQUITY**



**GREAT ATTENTION
TO ERGONOMICS
AND PROVISION FO
WORKER COMFORT.
WORKER
INDIVIDUAL
CONTROL MAKES
HAPPIER WORKERS.**

r.9 50 un plaza office of the regional chief architect

Future Home of the Pacific Rim Region

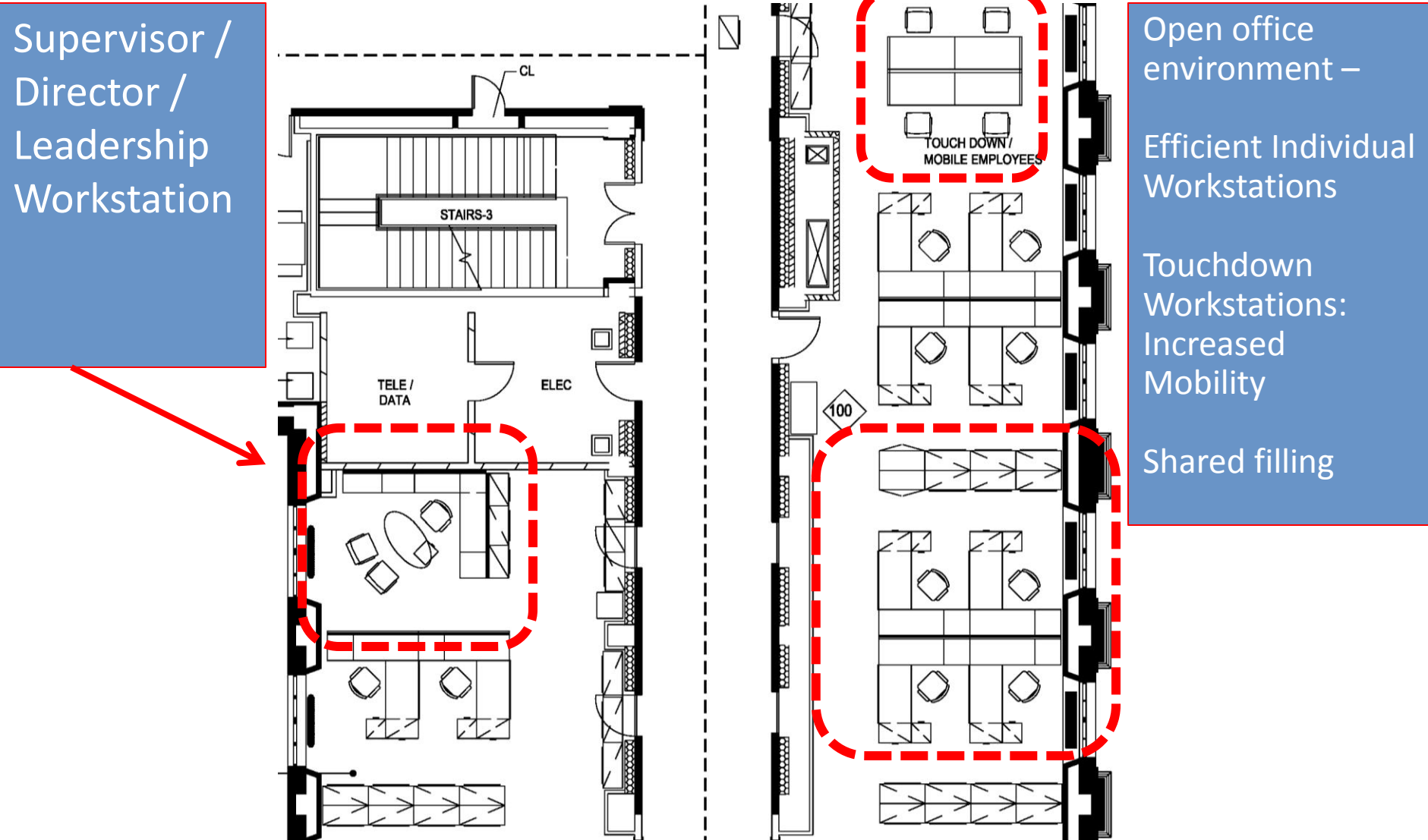


- SEISMIC STRUCTURAL UPGRADE
- HISTORIC REHAB AND RENOVATION

- A STATE OF THE ART , MODERN WORKPLACE ENHANCED BY ITS HISTORIC STRUCTURE

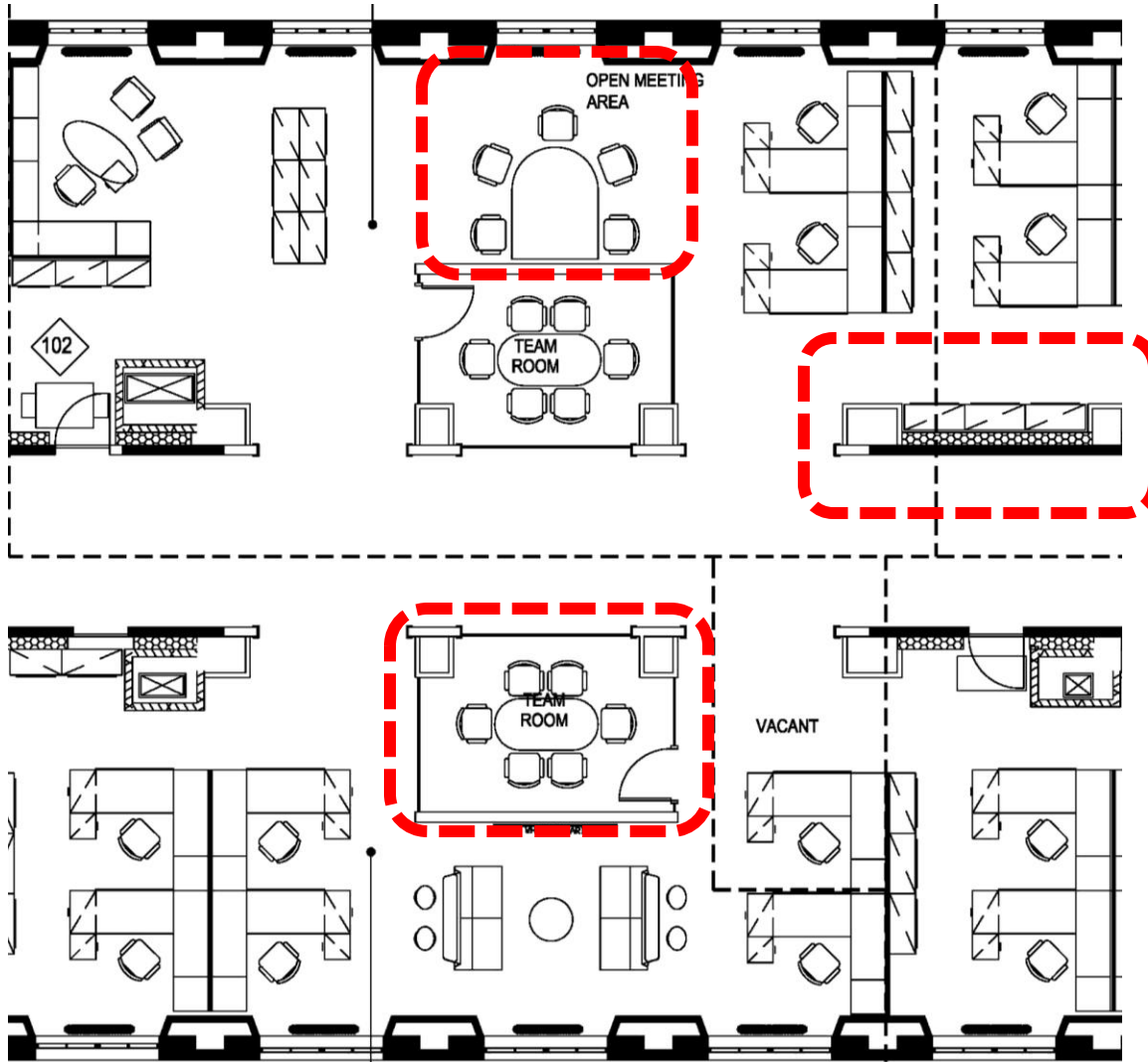
r.9 50 un plaza
Increased Mobility

office of the regional chief architect



r.9 50 un plaza Shared Amenities

office of the regional chief architect



- Impromptu meeting rooms (3-6)
- Open Collaboration meeting area (4-8)
- Shared filling

Sample Scenarios

For an office of 100 people in 8'x10' workstations/offices:

Workstation/office SF	8,000 USF
Support/Special SF	7,500 USF
40% Circulation :	6,200 USF
Total:	21,700 USF

= 217 USF/pp

USF/pp – Useable Square Feet/per person

- Reduce workstation standards from 8'x10' to 8'x8'
- No workstation sharing

= 195 USF/pp

- Keep workstations at 8'x 8'
- Increase workstation sharing to 1:3 (1 workstation to 3 employees)

= 135 USF/pp

50,000	usf
1.55	p/sf upgraded ceiling tiles
1.81	p/sf sound masking system
3.00	p/sf workplace engagement
\$318,000	up front costs
5,000	usf (10% reduction)
40	annual rent p/sf
\$200,000	annual rent savings
1.59	years payback
\$200,000	annual rent savings
10	years lease term
\$2,000,000	total savings
\$318,000	less up front costs
\$1,682,000	net lease savings

WORKPLACE STRATEGIES



- **RIGHTSIZE** current space guidelines & standards
- Allocate space based on **HOW PEOPLE WORK**
- **SHARE** support spaces across the organization
- Understand the implications of mobile work

WORKPLACE SOLUTIONS



- **CREATE** a place where people want to work
- Encourage and support **COLLABORATION AND CONCENTRATION**
- Improve **STAFF EFFECTIVENESS**
- Produce energy & carbon **SAVINGS**

PBS Work+Place PMO : Regional Workplace Executives

Region 1

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Region 8

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Region 9

Maria Ciprazo maria.ciprazo@gsa.gov

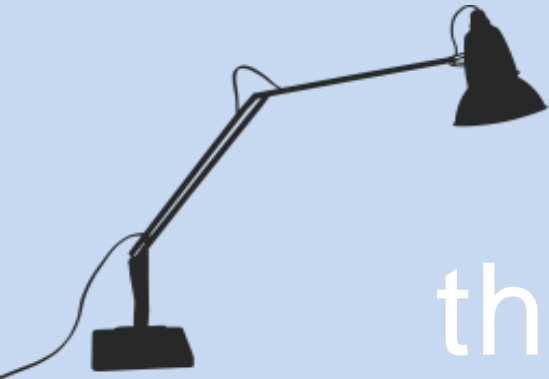
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Region 11 (NCR)

Stephanie Leedom stephanie.leedom@gsa.gov



the
workplace
transformed
QUESTIONS?

